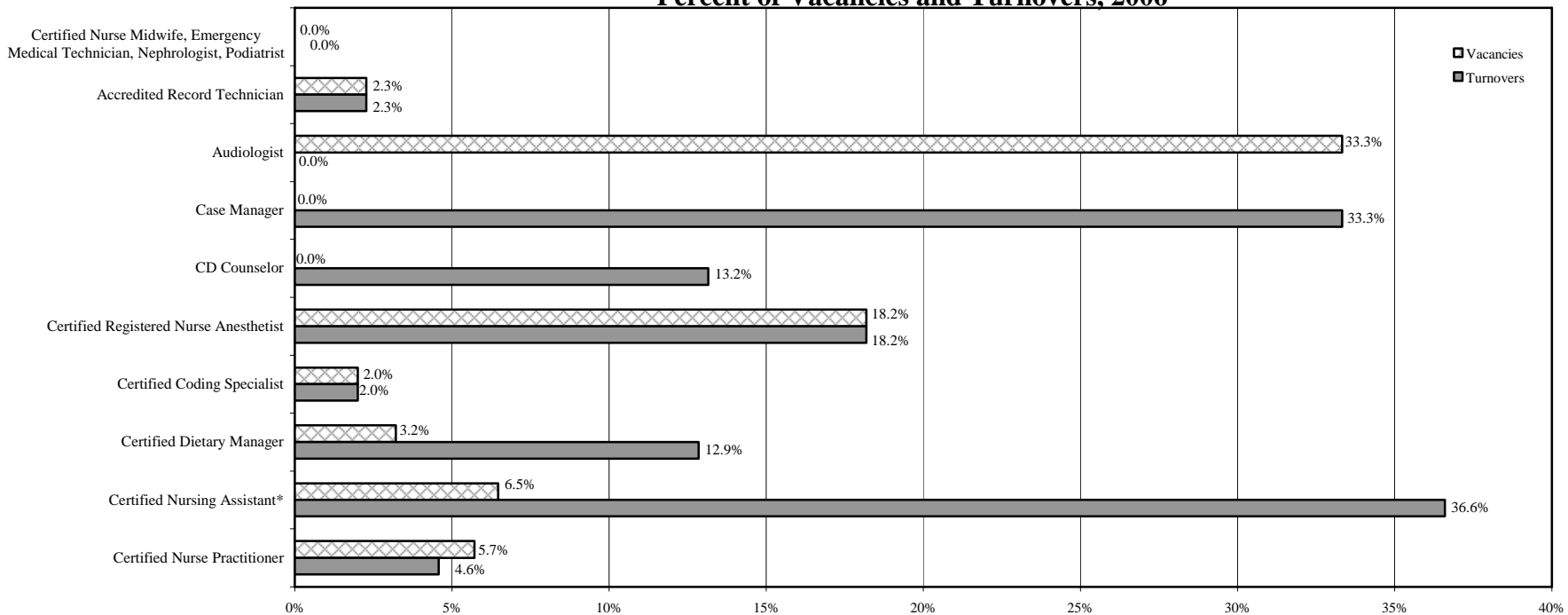


Statewide Data

Out of the 691 surveys sent out to the nine different facility types in South Dakota, 616 were returned for a return rate of 89.1 percent. See Appendix B for a table showing the actual number of positions, vacancies, and turnovers as well as the percent of vacancies and turnover for all positions listed in Figure 1. As illustrated in Figure 1, the position with the highest percentage of vacancies was audiologist with 33.3 percent followed by certified registered nurse anesthetist at 18.2 percent and psychiatrist at 11.1 percent. The positions with the lowest percentage of vacancies were certified nurse midwife, emergency medical technician, nephrologist, and podiatrist all with

0 percent. The position with the highest percentage of turnovers was certified nursing assistant with 36.6 percent followed by case manager at 33.3 percent and nursing assistant at 27.7 percent. The position with the lowest percentage of turnovers was certified nurse midwife, emergency medical technician, nephrologist, and podiatrist all with 0 percent. The statewide percent of all budgeted vacancies and all turnovers for all positions in 2006 was 4.0 and 15.6 percent, respectively. While in 2005, the statewide percent of all budgeted vacancies and all turnovers for all positions was 4.9 and 15.5 percent, respectively.

Figure 1
Percent of Vacancies and Turnovers, 2006



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Note: Turnover is the number of employees who left the facility during the fiscal year.

Vacancy numbers are as of January 31, 2006.

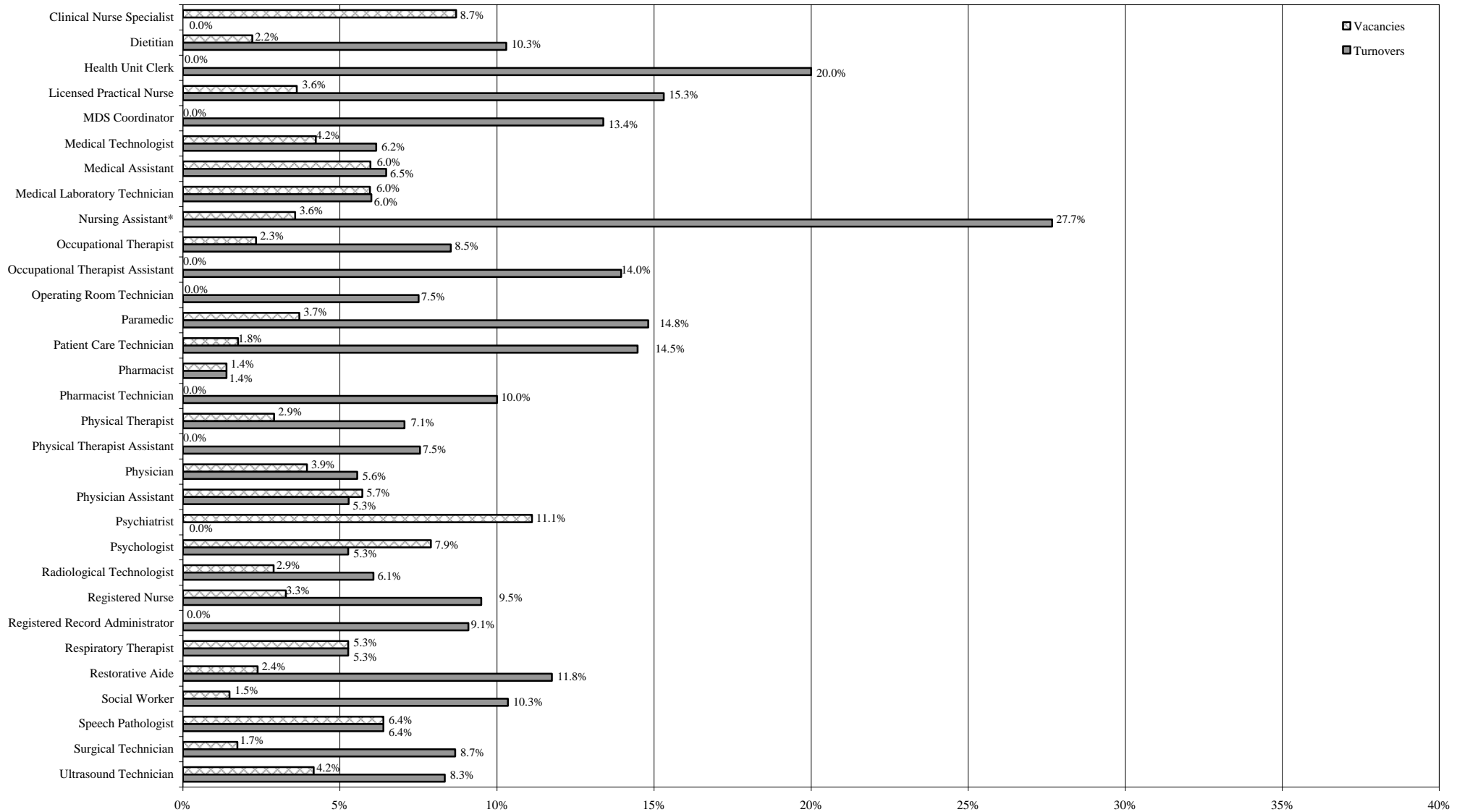
For definitions of percent of vacancies and percent of turnovers, see Appendix A.

* Starting in 2005 certified nursing assistants were analyzed separately from nursing assistants.

Please do not use past publications to conduct trend analysis on nursing assistants.

There were no chiropractors in any facilities in 2006.

Figure 1
Percent of Vacancies and Turnovers, 2006 (continued)



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Note: Turnover is the number of employees who left the facility during the fiscal year.

Vacancy numbers are as of January 31, 2006.

For definitions of percent of vacancies and percent of turnovers, see Appendix A.

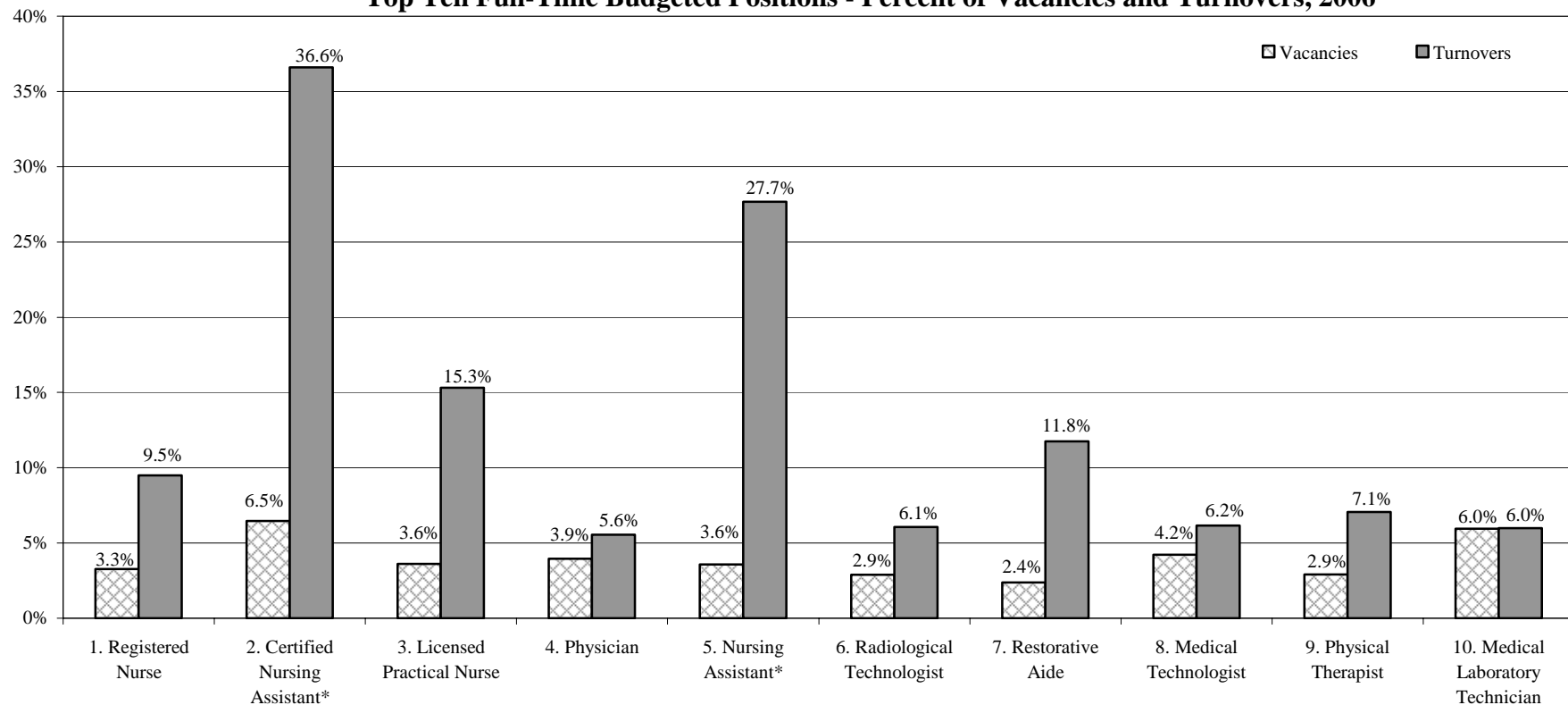
* Starting in 2005 certified nursing assistants were analyzed separately from nursing assistants.

Please do not use past publications to conduct trend analysis on nursing assistants.

Figure 2 illustrates the percent of vacancies and turnovers for the top 10 full-time budgeted positions employed at the nine facility types. Facility types included assisted living centers, inpatient chemical dependency, certified end-stage renal dialysis, clinics, home health agencies, intermediate care for mentally retarded, nursing facilities, rural health clinics, and hospitals including: community, non-community, and specialized. The top 10 full-time budgeted positions

refer to the 10 health care professions in which the largest numbers of people are employed. Certified nursing assistant had the highest percent of vacancies with 6.5 percent followed by medical laboratory technician with 6.0 percent and medical technologist with 4.2 percent. Certified nursing assistant had the highest percent of turnovers with 36.6 percent followed by nursing assistant with 27.7 percent and licensed practical nurse with 15.3 percent.

Figure 2
Top Ten Full-Time Budgeted Positions - Percent of Vacancies and Turnovers, 2006



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Note: Turnover is the number of employees who left the facility during the fiscal year.

Vacancy numbers are as of January 31, 2006.

For definitions of percent of vacancies and percent of turnovers, see Appendix A.

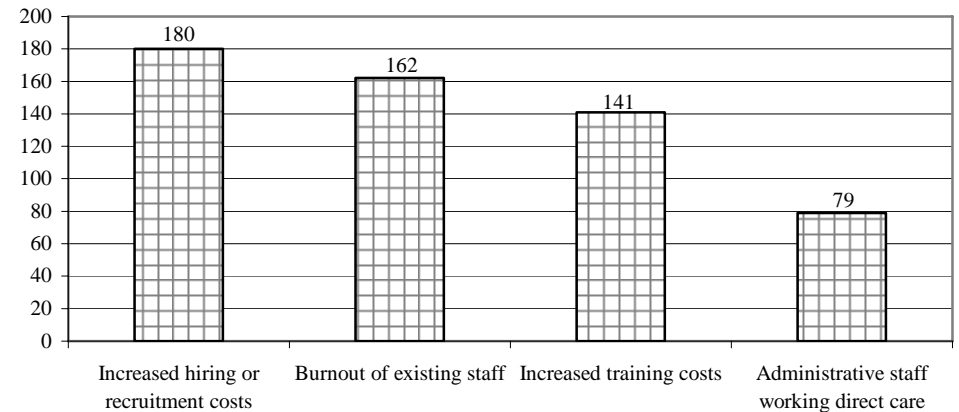
* Starting in 2005 certified nursing assistants were analyzed separately from nursing assistants.

Please do not use past publications to conduct trend analysis on nursing assistants.

Impact of Vacancies and Turnovers

Figure 3 provides the responses to the impact of vacancies and turnovers on facilities. All facilities were impacted similarly by vacancies and turnovers. Top responses from greatest to least were “increased hiring or recruitment costs,” “burnout of existing staff,” “increased training costs,” and “administrative staff working direct care.”

Figure 3
Impact of Vacancies or Turnovers on Facilities, 2006

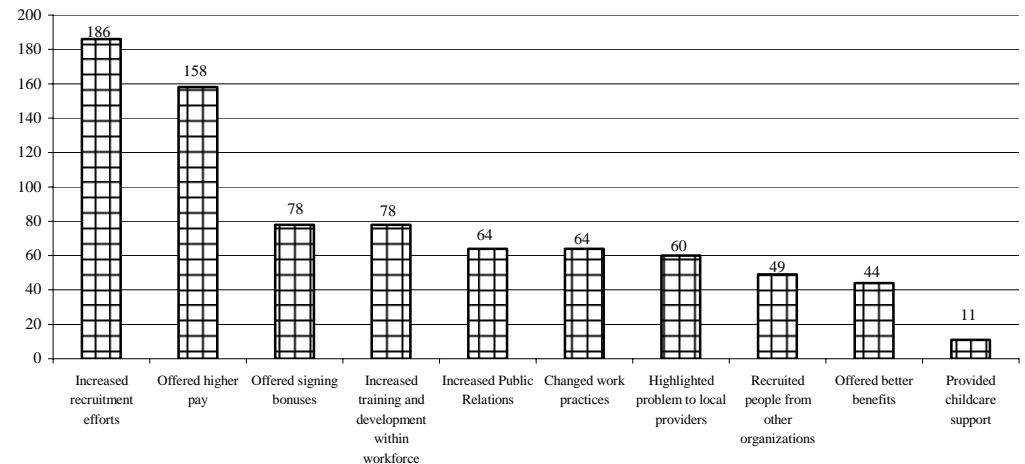


Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Measures Taken for Hard-to-Fill Vacancies

Figure 4 indicates that surveyed facilities “increased recruitment efforts” most of the time as a measure taken to tackle hard-to-fill vacancies with 186 facilities choosing this response. “Offered higher pay” was second with 158 facilities choosing it. A total of 78 facilities checked “offered signing bonuses” and “Increased training and development within the workforce” for the third most marked response. Facilities were allowed to check more than one response.

Figure 4
Measures Taken to Tackle Hard-to-Fill Vacancies, 2006



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records